

<p style="text-align: center;">Core <i>Age-Friendly UQ</i> Design Guidelines</p>	<ul style="list-style-type: none"> • Initiatives going forward are based on the UQ interpretation of the 10 Age Friendly University (AFU) Principles, with an aspiration to be iterative and driven from all sectors of the University community • The power of building intergenerational networks, and a recognition of lifespan issues in society more broadly as well as specific disciplines, will become a point of difference for the UQ community • Our AFU Principles will be enacted through processes of co-creation with external and internal stakeholders
<p>10 Principles for an Age-Friendly University:</p> <ol style="list-style-type: none"> 1. To encourage the participation of older adults in all the core activities of the university, including educational and research programs. 2. To promote personal and career development in the second half of life and to support those who wish to pursue "second careers". 3. To recognise the range of educational needs of older adults (from those who were early school-leavers through to those who wish to pursue Master's or PhD qualifications). 4. To promote intergenerational learning to facilitate the reciprocal sharing of expertise between learners of all ages. 5. To widen access to online educational opportunities for older adults to ensure a diversity of routes to participation. 6. To ensure that the university's research agenda is informed by the needs of an ageing society and to promote public discourse on how higher education can better respond to the varied interests and needs of older adults. 7. To increase the understanding of students of the longevity dividend and the increasing complexity and richness that ageing brings to our society. 8. To enhance access for older adults to the university's range of health and wellness programs and its arts and cultural activities. 9. To engage actively with the university's own retired community. 10. To ensure regular dialogue with organisations representing the interests of the ageing population. 	
<p>Key Performance Indicators (with reference to AFU Principles above)</p> <ol style="list-style-type: none"> 1. Ensure UQ's policies, procedures, systems, infrastructure and processes are age-friendly <ul style="list-style-type: none"> • AFU Principles 1, 2, 3, 5, 8 2. Increase participation and engagement of mature age cohorts at UQ (including students, staff, alumni, industry partners, external stakeholders, etc.) in teaching and learning, research and community engagement <ul style="list-style-type: none"> • AFU Principles 1, 2, 3, 5, 6, 8, 9, 10 3. Increase awareness of, endorsement of, and promulgation of, AFU principles and the benefits that come from intergenerational connectivity across all facets of the University <ul style="list-style-type: none"> • AFU Principles 4, 6, 7, 9 	

TIMESCALE	Learning and Student Experience	Research and Innovation	Enriching Our Communities
Short Term 2021	Institution-wide scoping and consultation exercise to understand range of stakeholders impacted by the AFU principles, identify current models of best practice in relation to AFU activities at UQ and conduct gap analysis for different stakeholder groups.		
	Complete Staff Student Project on Mature Student Orientation Experiences, and circulate suggestions for onboarding to relevant UQ committees	Establish a virtual network of UQ researchers interested in age and lifespan issues, which can in time serve to foster interdisciplinary and community links and mentor ECRs	UQ Healthy Living and the UQ Art Museum will undergo an environmental audit to become “Dementia Friendly”, as first steps in looking at becoming a “Dementia Friendly” campus
Medium Term 2022	Work with UQ Student Affairs Division to implement more mature aged student focused events (e.g. “Mature Student Orientation” sessions at all campuses)	Series of AFU papers published; identification of key national and international linkages and initiatives in the age friendly space	Set strategic partnership goals with UQ’s external partners (e.g. Council on the Ageing), internal partners (e.g. UQ Alumni Friends) and internal stakeholders (e.g. emeritus faculty) to advance mutual agendas
Long Term 2021-2024	A systemic approach within UQ is established for envisioning and implementing projects which embed AFU principles and best practices in Teaching and Learning, Research, and Community Engagement.		
	Work with a range of UQ portfolios to ensure that data on students beyond immediate school-leavers are incorporated strategically into planning and policy	Work towards building networks and partnerships for applying for a UQ-led Centre of Excellence in Age Friendly Strategic Initiatives and Ecosystems application	Ensure that the AFU principles, informed and interpreted by the UQ community, are embedded across UQ, and promoted widely across platforms. Consider incentives/awards as appropriate for age friendly innovations.
University Wide Tasks 2021-22	<u>Audit of AFU principles:</u> UQ-wide survey using UQ adaptation of a validated instrument to gauge reflection of 10 AFU principles in practice in an Australian context	<u>Policy & Procedures scan:</u> Systematic scan of existing policies, and operational procedures/plans, for compatibility with and endorsement of AFU principles, as well as embedding AFU principles in future UQ Strategic Plans.	<u>University Wide Event:</u> International Day of the Older Person (always October 1 st) / Queensland Seniors Month (October) should be a catalyst for events within units as well as UQ-wide events.
National / Global Impact	Build on UQ’s status as the first AFU in the Southern Hemisphere to position us as the national leader of an emerging Australian AFU consortium	Engage as a strong participant in global AFU initiatives, including cross-institutional projects with key UQ strategic partners and opportunities with the WHO	